

## **Abstract**

This master thesis deals with working time in healthcare. It's main goal is to describe current options of its organisation in Czech Republic as well as the most usual problems the parties of an employment relationship need to deal with. It aims to examine applicable legislation and to find out how the practical use corresponds with legal terms and conditions.

This thesis is divided into several parts. In the first of them I focus on analysis of a term worker in healthcare, because there are many workers not only doctors or nurses, who can be included into this group.

The next part is devoted to some key terms of Labour Code. These are working time, its scheduling and shift. It examines them in the context of czech legislation as well as european and judicature of ECJ. It also provides us with a deeper look into austrian legislation and tries to find some way how to change some czech provisions in order to correspond better to practical need.

Main part of this thesis deals with the most common schedules of work in healthcare. These are one-shift pattern of work and continuous pattern of work.

In one-shift pattern there is actual need of continuous operation as well as in continuous pattern of work. For this purpose so called institutional emergency services are established. That's why a large part of this thesis is devoted to several ways, that enables staff to be on duty. These are for example overtime work or agreements on work performed outside an employment relationship.

In the next part I focus on standby duty because its very often used in healthcare and examine its conditions. I also provide better look into very actual problem of standby abuse. This happens in order to cover work that is performed contrary to limits of Labour Code.

In this thesis I find out, that parties of the employment relationship can not act in accordance with Labour Code if they are expected to provide continuous operation.